

FOCUSED ASSESSMENT AND PROFESSIONAL GROWTH

Teacher and Evaluator Activities

Target Group: to be used only with Professionally Licensed personnel. A growth goal and plan are designed by the teacher with administrator input. This plan may be designed so that all steps of the plan are not completed during one evaluation period.

Teacher Activities:

- Complete a **Self-Assessment** which identifies areas of strength and areas for growth
- Craft a professional goal which reflects an individual, grade, school or system area for growth
- Design and implement a **Professional Growth Plan** with the following components:
 1. An Action Plan which identifies what knowledge is to be gathered and how this may be used by the teacher
 2. A timeline for completion which may be more than one year
 3. Identification of the Evaluation Methods/Criteria used to assess progress/growth as a result of the implementation of the plan
 4. Statement of Expected Benefits with emphasis placed upon the impact of the educator's growth on student performance

The teacher's Professional Growth Goal may call for an Action Plan which includes any combination of the following - research and study in a content, pedagogical or professional skills area; action research; collaborations; classroom observations and/or the use of a cognitive coach to hold planning/reflecting conversations surrounding the implementation phase with students.

Evaluator Activities:

- Review and approve the Growth Plan for implementation based on the following criteria:
 1. Does the plan logically address an identified area(s) for growth for the teacher, grade level, school and/or system?
 2. Does the plan provide evidence that the teacher's planned growth has the capacity to improve student performance?
 3. Do the identified evaluation methods provide appropriate monitoring of the teacher's and students' progress?
- Monitor the implementation of the plan and conduct a **Goal Evaluation Summative** conference at the end of the evaluation period where the **Focused Assessment--Summative Report** is completed. The evaluator retains the right to conduct classroom observations and review other data as needed.